

31 - FANS

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LESSON PLAN

Department of Human Services

Target Group: DHS

Title: Family Assessment of Needs and Strengths (FANS)

FOSTER CARE
DHS New Worker

Goals	References	Content
<p>Trainees will:</p> <ol style="list-style-type: none"> 1) Understand the policy requirements for a FANS 2) Be able to access definitions for FANS scoring 3) Be able to complete FANS for each assessment household in the training case 	<p>FOM 722-8A</p>	<p>We have just completed the Family Information icon in SWSS-CMS. Our next icon is the Family Assessment, also called a FANS. We are going to start by talking about policy related to the completion of a FANS.</p> <p>Policy states “The Family Assessment of Needs and Strengths instrument is used to evaluate the presenting needs and strengths of each household with a legal right to the child(ren). FC workers must engage the parents and the child(ren), if age appropriate, in discussion of the family’s needs and strengths. By completing the</p>

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FANS, FC workers are able to systematically identify critical family needs that are barriers to reunification and design effective service interventions. The FANS serves several purposes:

- It ensures that all FC workers consistently consider a common set of need/strength areas for each family;
- It provides an important case planning reference tool for FC workers and supervisors;
- It serves as a mechanism to evaluate service referrals made to address identified family needs;
- It ensures the family identifies and discusses their needs and strengths;
- When the initial assessment is followed by periodic reassessments, it permits FC workers and supervisors to easily assess change in family functioning and thus judge the impact of services on the family, while offering the family

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	FOM 722-8A	<p>an opportunity to self-assess their progress; and</p> <ul style="list-style-type: none"> • In the aggregate, it provides management information on the problems family's face. These profiles can then be used to develop resources to meet family needs. <p>Which cases require a FANS?</p> <p>Policy states "All cases open for foster care services where parental rights have not been terminated. The FANS is used for any household that has a legal right to the child(ren) at the ISP and each USP."</p> <p>Note: However, if the parent is unable to be located, is incarcerated for more than two (2) years or refuses to participate, an assessment does not have to be completed.</p> <p>What do we use the FANS for?</p>

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	FOM 722-8A	<p>“The FANS is used to identify and prioritize family needs and strengths that must be addressed in the PATP. The FC worker identifies the top three need items which contributed most to the child’s maltreatment and/or removal. These are the primary barriers, which must be resolved for the child(ren) to be returned.”</p> <p>Do you think families could have more than three barriers?</p> <p>Yes, the families we work with could have more than three barriers. Policy says “A family may have more or less than three primary barriers contingent on family circumstances.”</p> <p>The FC worker also identifies up to three family strengths. “Strength items must be incorporated in the FC worker’s service plan where appropriate to resolve the primary</p>
	FOM 722-8A	

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	FOM 722-8A	<p>barriers.” We want to focus on the strengths of our families and help them to use their strengths to overcome the barriers they are facing.</p> <p>When do we complete a FANS?</p> <p>Before completion of the ISP and USP or any service referrals other than crisis intervention. The FC worker collects information to complete the assessment through interviews with the family, collateral contacts, and review of available documentation.</p> <p>What is appropriate completion of the FANS?</p> <p>Each household is assessed unless the adult is unable to be located or refuses to participate. You will need to complete all items on the FANS, including scoring each assessment area, including an explanation for that scoring.</p>

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	FOM 722-8A	<p>In cases where biological parents maintain separate households, complete a separate assessment for each household. In our training case, John and Mary have separate households, so we will need to complete a FANS for each of their households.</p> <p>Note: “If the parent or caretaker refuses to participate in interviews and credible information from other sources to complete an item is unavailable, the FC worker may enter “US” (Unable to Score) for the ISP only. By the time the FC worker is completing a USP all items should be scored unless a parent refuses contact, then US may be used, with supervisory approval.</p> <p>The professional observations and information leading to the identification of each Primary Barrier must be documented in the ISP and/or USP.</p>

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		<p>Any questions about the overview of the FANS?</p> <p>Let's make sure that we have Betty's case and meet me on the Case Management Menu.</p> <p>Is everyone there?</p> <p>Okay, the next icon we need to click on is Family Assessment. Go ahead and click on this icon.</p> <p>You will now see a screen that has a Household picklist and a Children picklist.</p> <p>Let's select Elsie from the Household picklist.</p> <p>What happened?</p> <p>Right, we got an edit message that says "This household is not participating. Only previous assessments can be viewed."</p>

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		<p>Because Elsie is not a participating household, SWSS will not let us complete a FANS for her household.</p> <p>Let's try selecting Frank from this picklist.</p> <p>What happened?</p> <p>Right, you got the same edit as he is not a participating household. In Virtual Alcona county, we have tried to locate him for 6 months with no luck so he was coded as not participating in the Household section of SWSS. So, SWSS will not allow us to complete a FANS on his household either.</p> <p>Who does that leave us with?</p> <p>Right, John and Mary. Now, John is in prison so his assessment is a little bit more difficult to do.</p>

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<p>Refer participants to John FANS information in the ISP tab of the trainee binder.</p>		<p>We will do this together. Let's select John from the picklist.</p> <p>What happened on the screen?</p> <p>Right, the Add New button became active. You will notice that the Update, Delete and Print buttons are still grayed out. This is because we do not have a FANS completed for this case so there is nothing to Update, Delete or Print.</p> <p>Notice also the box just above the Add New button that is titled Previous Assessments. You will see later that once we have completed an assessment on John's household, a date will appear in this box.</p> <p>Just below the box, you can see a *, which denotes an assessment that has been finalized. Once your supervisor approves your report, the FANS document is finalized. It will then become a</p>

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		<p>read only document that you can read and print but you can no longer make any changes to it.</p> <p>Any questions about this first screen?</p> <p>Let's get started then on John's FANS by clicking on Add New.</p> <p>The first field we see is the Assessment Date field. Go ahead and type in today's date for this field.</p> <p>Once you have completed the date, use the Tab key to move to the first assessment item. This is S1-Emotional Stability Behavior. The scoring area for this assessment area should be blue. Is everyone with me?</p> <p>Now, tap on the F1 key at the top of your keyboard. What happened?</p> <p>Exactly, the definitions for that particular</p>

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		<p>assessment area are now visible in a text box on your screen. As you can see, you are able to print these definitions, if you would like a hard copy. You can also read them on the screen to assist you in deciding which score is appropriate for the household you are assessing. This function works the same way throughout the FANS document and in the CANS document as well.</p> <p>Go ahead and read over the definitions for this area and think about how you think we should score John's household.</p> <p>What do you think?</p> <p>I realize that we should have questions regarding John's ability to cope appropriately due to his current residence but want to give you a little bit more information. John does not have any identified mental health issues and has never been diagnosed with a mental health condition.</p>

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		<p>He is reportedly doing well in prison and has had no altercations with any other inmates or guards. He has not had any disciplinary action while incarcerated. He appears to be a “model prisoner.”</p> <p>So, we have no evidence of any emotional stability issues. I would suggest we score this area B-Appropriate Responses. You do not have to agree with me and can score this item however you wish. Just remember that what you identify as a barrier in the FANS will need to be addressed in the PATP.</p> <p>Now, tab to the explanation field and enter in an explanation of why you scored this assessment item the way that you did.</p> <p>When you are finished, tab to the next assessment area, which is S2-Parenting Skills. Once the scoring area for Parenting Skills is</p>

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		<p>highlighted, you can again tap the F1 key to read the definitions. Let me tell you that John has never been involved with CPS. Mary and Elsie both report that John was very good with his children, when he was around. He was never abusive to the children and sent them to their room for discipline. We have no evidence to suggest that John is lacking in parenting skills. Take a minute to read the definitions and see what you think the score should be for John's household.</p> <p>What do you think?</p> <p>Yes, I think we should score this assessment area as B-Adequate Skills. Go ahead and select this score and then tab to the explanation box. Enter in an explanation as to why you scored this item the way that you did.</p> <p>Then, click on the Next button at the bottom of the</p>

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		<p>screen to get to the next assessment area.</p> <p>The next assessment area is S3-Substance Abuse. John has a history of substance abuse issues and his current incarceration stems from his use of substances. He is involved in a substance abuse treatment program at the prison and attends an AA/NA support group at the prison twice a week. He is aware of community resources and the prison will connect him with a local AA/NA group upon his release. The prison will also likely refer him to a substance abuse treatment program upon his release. John is currently not using any substances and has been clean for about 3 months.</p> <p>Tap on the F1 key and read the definitions, deciding how you think John's household should be scored in this area.</p> <p>What do you think?</p>

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		<p>I agree. I think we should select the score B-Caretaker with problem or current treatment issues. Let's select that score and then tab to the explanation field and enter in an explanation.</p> <p>When you have finished, tab to the next assessment area, which is S4-Sexual Abuse. We have no evidence or even any accusations that John has ever been a perpetrator of sexual abuse. Neither of his children have any history of sexual abuse or any behaviors that would indicate they have ever been sexually abused. Take a look at the definitions and decide how you think this area should be scored.</p> <p>What do you think?</p> <p>Right, we should score this A-No evidence of problem. Tab to the explanation field and enter in an explanation for your scoring.</p>

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		<p>Once you have completed this screen, click on the Next button at the bottom of the screen to move to the next assessment area.</p> <p>The next assessment area is S5-Domestic Relations. I can tell you that John is not involved in a relationship at this time. Tap the F1 key to look over the definitions and decide what you think the score should be for John's household.</p> <p>What do you think?</p> <p>Yes, I believe we should score this B-Single Caretaker not involved in domestic relationship.</p> <p>Tab to the explanation field and enter in an explanation of your scoring.</p> <p>Now, let's tab to the next assessment area, which</p>

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		<p>is S6-Social Support System. John states he has a good support system with his AA/NA group members. He also has friends that have stuck by him and visit regularly. He does have some extended family that he is in touch with and he believes are good supports for him. He is also aware of community supports that he plans to utilize when he is released.</p> <p>Take a look at the definitions for this assessment area and decide how you think this should be scored.</p> <p>What do you think?</p> <p>B-Adequate support system seems like the most accurate score for John's household. Let's select that score and tab to the explanation field. Enter in an explanation for your scoring.</p> <p>Once you have completed this screen, click on the</p>

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		<p>Next button at the bottom of the screen to move to the next assessment area.</p> <p>The next assessment area is S7- Communication/Interpersonal Skills. John is able to express himself well to others including guards, other inmates and visitors. Tap on the F1 key to access the definitions for this area and pick the score you feel best fits John's household.</p> <p>What do you think?</p> <p>A-Appropriate Skills seems to be the most accurate. Go ahead and select this score and then enter in an explanation in the explanation field.</p> <p>The next area is S8-Housing. John has housing of his own at this time. He is not able to secure other housing right now and he cannot have his children returned to him in his present living</p>

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		<p>situation. This is a very difficult item to score but take a look at the definitions and see what the options are.</p> <p>What do you think?</p> <p>Right, prison is certainly not a safe housing option for children but it is not because of inadequate plumbing, heating, wiring, housekeeping, or size is it? You can select whatever score you think is most appropriate. I am going to say that John has adequate housing, as this is not something I can work with him on right this minute. We will have to wait until he is released from prison to address this issue. So, I am selecting A-Adequate Housing.</p> <p>Enter in an explanation for the scoring that you selected. Then, click on the Next button at the bottom of the screen to move to the next assessment area.</p>

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		<p>The next assessment area is S9-Intellectual Capacity. John appears to have average or above average intelligence. He is currently taking some college courses at the prison and is doing well with these courses. Tap the F1 key to access the definitions for this area and decide what you think the score should be.</p> <p>What do you think?</p> <p>Yes, I think A-Average or above functional intelligence is accurate as well. Go ahead and select this score and enter in the explanation for your scoring.</p> <p>Then, tab to the next assessment area, which is S10-Literacy. John is literate and is not having any trouble reading and comprehending the college textbooks used for the courses he is taking. Access the definitions and decide how you</p>

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		<p>think this area should be scored.</p> <p>What do you think?</p> <p>A-Literate is an accurate score. Go ahead and enter in an explanation for your scoring and then click the Next button to get to the next assessment area.</p> <p>The next assessment area is S11-Resource Availability/Management. John has his basic needs met by the Department of Corrections. He does make a little money working at the prison and has saved a great deal of this money for housing, when he is released. He states that he has always managed his money well and has never been evicted or without food. Go ahead and take a look at the definitions for this area and decide how you think it should be scored.</p> <p>What do you think?</p>

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		<p>B-Sufficient income to meet needs seems like a good option, especially given his ability to manage his income prior to his incarceration. Go ahead and select this score and then enter in an explanation for your score.</p> <p>The next assessment area is S12-Employment. John does work at the prison whenever he is able to. He is basically out of the mainstream workforce at this time. Go ahead and look at the definitions and decide what you think the score should be for John's household.</p> <p>What do you think?</p> <p>B-No need seems like the best choice, given John's present circumstances. Go ahead and select that score and enter in an explanation for your scoring.</p>

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		<p>Click on the next button at the bottom of the screen to move to the next assessment area.</p> <p>The next assessment area is S13-Physical Health Problems. John has no known physical health issues. Go ahead and look at the definitions and decide how you want to score this. Then enter in an explanation for your scoring.</p> <p>I am going to score this A-No problem.</p> <p>The next assessment area is S14-Child Characteristics. Betty was pregnant as a minor and has a child as a minor. She does exhibit some minor behavioral issues. Go ahead and take a look at the definitions and see how you think this should be scored.</p> <p>What do you think?</p> <p>I agree. I am going to score this B-Minor</p>

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		<p>problems and then enter in an explanation for my scoring. Go ahead and select your score and enter in an explanation for your scoring.</p> <p>Once you have finished on this screen, click on the Next button at the bottom of the screen.</p> <p>You are now looking at a summary screen of the FANS you have scored. On the left side of the screen are the Primary Needs you have identified for this household.</p> <p>What do you notice about the Substance Abuse need?</p> <p>Exactly, it is grayed out. It has been determined that Substance Abuse is a need area that has to be addressed. You do not have a choice about addressing this need area, so it is grayed out.</p>

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		<p>What other need(s) did you identify for John?</p> <p>Child characteristics-primarily due to Betty's situation. Now, this is an area that John will not be able to do much about while he is in prison. If you have an area that cannot be addressed at the present time, or if you have four or more barriers and do not want to overwhelm the parents, you do have an option.</p> <p>Click on the Child Characteristics checkmark.</p> <p>What happened?</p> <p>SWSS will let you deselect this area. For other assessment areas, SWSS will allow you to deselect the area and then enter in an explanation of why you are not able to address this area right now. You will be able to test this out when you are working on Mary's FANS.</p>

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		<p>Any questions about deselecting a barrier/need?</p> <p>You can decide if you want to deselect Child Characteristics for John or leave it alone.</p> <p>On the right side of the screen, you will see the Primary Strengths that you have identified. John has quite a few strengths for us to use to help him overcome his barriers.</p> <p>At the bottom of the screen, there is an option to print the FANS. You can do this here or wait until you get to the Service Plan icon; it is up to you.</p> <p>Go ahead and click on the Continue button to save your FANS for John's household.</p> <p>SWSS takes you back to the first screen in FANS and now there is a date in the Previous Assessments box. There is not an * next to your date as it has not been approved by a supervisor</p>

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<p>Give trainees time to complete the FANS for Mary's household.</p>		<p>yet. The barriers you identified also appear on this screen. You are also able to access Update, Delete, and Print, which you could not do before.</p> <p>Once your supervisor has approved the FANS, you will only be able to print it.</p> <p>The Add New button is now grayed out and will remain unavailable to you until this FANS has been approved.</p> <p>Any questions about the FANS?</p> <p>Now, it is time for you to select Mary from the Household picklist and complete a FANS for her household.</p> <p>Any questions about the FANS now that you have completed one on your own?</p>

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